

Staff and Pensions Committee

25 November 2024

Pay Award for Warwickshire County Council Employees on School Teachers' Pay and Conditions

Recommendations

That the Committee:

1. Approves the application of the national pay award to Warwickshire County Council staff employed on School Teachers' Pay and Conditions Document (STPCD) in line with the approach set out in section 3 of this report.
2. Notes and endorses the changes to the STPCD for 2024 as set out in Appendix 2.
3. Approves the changes to the Warwickshire County Council Schools Model Pay Policy as described in Section 4 of this report.

1. Executive Summary

- 1.1 This paper outlines the position regarding the 2024 pay award to employees paid on the School Teachers Pay and Conditions Document (known as STPCD) which applies to teachers based in maintained schools and those employed centrally.
- 1.2 Pay awards for teachers are decided by Government Ministers based on the recommendation of the School Teachers' Review Body (STRB). The STRB is issued a remit by the Secretary of State (SoS) for Education and asked for recommendations on pay awards. Following a national consultation, the final decision on pay awards is made by the SoS for Education.
- 1.3 The SoS for Education has accepted the recommendations of the 34th report of the STRB and the draft STPCD.
- 1.4 The revised STPCD outlines the following September 2024 pay award and changes to pay and conditions since 2023:
 - a 5.5 per cent uplift to all pay points and allowances for both teachers and leaders applicable from 1 September 2024.
 - the removal of the performance related pay requirement from 1 September 2024

- changes relating to Planning, Preparation and Assessment (PPA) time, clarifying that "Where reasonable appropriate and agreed by both the individual teacher and the relevant body, PPA can be taken in one weekly unit and it can be taken away from the school site."
- 1.5 The government has said schools will receive £1.1 billion in additional funding to cover their overall costs in financial year 2024-25, including fully funding the pay award for teachers at a national level. Providing £945 million for mainstream schools, £140 million for high needs, and £11 million for centrally employed teachers.
- 1.6 The pay award impacts both financial years 2024-25 and 2025-26. This additional funding only covers the financial year 2024-25 portion of the award. The government has advised it will take into account the impact of the full year's costs of the teacher pay award on schools when considering 2025-26 budgets, which are yet to be agreed.
- 1.7 The National Employers' Organisation for School Teachers (NEOST) headline responses are as follows:
- Welcomes the decision to fully implement the STRB recommendations for teachers' pay 2024/25.
 - Welcomes the Government's decision to provide additional funding of almost £1.1 billion to cover 'at a national level, the teacher pay award and the support staff pay offer in the financial year 2024-25, over and above the available headroom in schools' existing budgets' and asks that the Government continues to provide adequate financial support so that all schools can fully implement the pay award without having to make significant adjustments that are likely to affect the quality of education.
- 1.8 Looking forward to next year's STRB remit, NEOST asks for the remit to include a review of the upper pay range (UPR) and salary safeguarding provisions, as well as meaningful consultation with employers on any proposed changes to the STPCD. It further supports the Government's decision to publish the STRB's remit for 2025 on 30 September, which is earlier than in recent cycles and which it hopes will enable final decisions to be made by the Government on next year's pay award in good time, avoiding the need to consult employers during school holidays.
- 1.9 The joint response to the STRB 34th report from education unions representing almost all teachers and school leaders underlines the consensus in the profession on the key pay and conditions issues. The headline position from education unions is as follows:
- The unions welcome the 5.5% pay increase for this year but are clear that this must be only the first in a series of urgent steps to reverse the pay cuts against inflation inflicted on teachers and school leaders between 2010 and 2023.

- With recruitment targets being missed by huge amounts, teacher shortages across the curriculum and experienced teachers leaving the profession in droves, the Government must act quickly to restore the pay lost and repair the competitive position of teaching against comparable graduate professions.
- It must also work with the unions to implement a fair and transparent national pay structure to replace unfair PRP and fragmented pay arrangements. Targeted pay should play no part in the core pay framework.
- Alongside the pay improvements, the new Government must work with the unions on effective improvements to workload. Significant reductions in workload and improved flexible working are, along with improvements to pay, essential to solving the recruitment and retention crisis.

1.10 The draft STPCD was laid in parliament on 18 October to 8 November for the 21-day praying period, which is the formal end of the process. All pay uplifts will be back dated to 1 September 2024.

2. Consistent Application of Teachers Pay

- 2.1 Pay awards for teachers are decided by Government Ministers and based on the recommendation of the STRB.
- 2.2 A teacher on the main pay range must be paid such salary within the minimum and maximum of the main pay range set out in the STPCD. Additionally, advisory pay points for the main pay range are set out to help support decisions about pay for teachers on the pay range.
- 2.3 Warwickshire continues to align to the advisory pay points as set out in the STPCD and this has then been incorporated into the Warwickshire school teachers pay policy for centrally employed staff and the model pay policy for teaching staff in schools. This approach has provided the basis for a consistent application of the pay award and therefore helped to minimise equal pay risks. Although schools have discretion over how they apply the pay discretions there remains no evidence that they have moved away from the position recommended within the model policy.
- 2.4 In response to the pay discretions offered to schools, each year the Staff and Pensions Committee has approved the application of the national pay award to Warwickshire County Council staff employed on School Teachers' Pay and Conditions.

3. Proposed application of the 2024 Pay Award

- 3.1 Implementing the approach as set out in section 2 will mean presenting pay policies for teachers based in maintained schools and those employed centrally requiring a 5.5% increase on all pay ranges and allowances and pay

reference points, for both teachers and leaders, applicable from 1 September 2024.

- 3.2 It is proposed that the following should be incorporated into teacher pay policies for schools and centrally employed staff for 2024/2025:

Main Pay Range:

SCALE POINT	1 SEP 2023 TO 31 AUG 2024	1 SEP 2024 TO 31 AUG 2025	% INCREASE
Main Pay Range			
Min M1	£30,000	£31,650	5.5%
M2	£31,737	£33,483	5.5%
M3	£33,814	£35,674	5.5%
M4	£36,051	£38,034	5.5%
M5	£38,330	£40,438	5.5%
Max M6	£41,333	£43,606	5.5%
Upper Pay Range			
Min U1	£43,266	£45,646	5.5%
U2	£44,870	£47,338	5.5%
Max U3	£46,525	£49,084	5.5%

- 5.5% uplift to be applied to the minima and maxima, and all pay reference points in between, of all other pay ranges in the national framework - to include upper pay range, unqualified teacher range, leading practitioner pay range, Headteacher pay range, Deputy Head Teacher Pay Range, Assistant Headteacher Pay Range, Leadership Group Pay Range.
- 5.5% increase to be applied to the minima and maxima and all of the pay reference points in-between (where these exist) of all allowances across all pay ranges, including Teaching and Learning Responsibility Payments and Special Education Needs Allowances.

Warwickshire Music Service Instrumental Pay Range:

- 5.5% uplift to the minima and maxima, and all pay reference points in between, of the Warwickshire Music Service Instrumental Pay Range.

SCALE POINT	1 SEP 2023 TO 31 AUG 2024	1 SEP 2024 TO 31 AUG 2025	% INCREASE
Min 1	£21,510	£22,693	5.5%
2	£23,305	£24,587	5.5%
3	£24,235	£25,568	5.5%
4	£26,046	£27,478	5.5%
5	£27,891	£29,425	5.5%
6	£30,309	£31,976	5.5%
Max 7	£32,126	£33,893	5.5%

- 3.3 It is proposed that the pay recommendation to our schools should again be accompanied by a notification to Governing Bodies, that any legal costs associated with equal pay claims as a result of not following the Local Authority advice would fall to the school's budget share. This message would be consistent with Section 6.2.11 of the Scheme for the Financing of Schools (Section 48 of the School Standards and Framework Act 1998) that the Council publishes each year.

4. Proposed application of the removal of the performance related pay requirement from 1 September 2024 for Warwickshire County Council Schools

- 4.1 From the 2024/25 academic year, the statutory requirement for objectives and the appraisal process to lead to performance-related pay outcomes for teachers and leaders will be removed.
- 4.2 However, the statutory requirement to make a pay decision following the completion of the appraisal process remains. Section 19 of the STPCD outlines the requirements relating to pay progression for teachers, whilst governing bodies through their pay committees must decide how pay progression will be determined, this is still subject to the following:
- a) a written pay recommendation is required for every teacher following the outcome of the school or authority's appraisal arrangements and, in making its decision, the governing body must have regard to this recommendation.
 - b) pay progression must be awarded, subject to the following exceptions.
 - i. where performance related pay is **retained**, progression may only be withheld for reasons related to poor performance.

- ii. where performance related pay is **not retained** progression may only be withheld if a teacher is in capability proceedings.
- 4.3 Warwickshire County Council publishes a model pay policy which provides a framework to be adapted by individual schools to suit their own circumstances. The model policy is reviewed annually in line with the Government consultation on the School Teacher's Pay and Conditions. It is recommended for adoption by all community and voluntary controlled schools, where Warwickshire County Council is the employer.
- 4.4 In view of the changes relating to the requirement for performance related pay the opportunity has been taken to review our Model Pay Policy in line with that provided in Managing Teachers and Leaders Pay document (July 2024) which supports the STPCD. The Council's Model Pay Policy now incorporates a clearer structure and further guidance on decision making is supported through the STPCD and Managing Teachers and Leaders pay documents.
- 4.5 The section on Pay Progression has been amended in line with paragraph 19 of the STPCD (See 4.2 above.) Whilst the policy does continue to allow for pay progression to be withheld this is only in specific circumstances where poor performance has been identified or teachers are in capability procedures. It is the expectation that schools will continue to manage performance appropriately using the Teachers Experiencing Difficulties (TED) process. Schools are referred to the STPCD (September 2024) and Managing Teachers and Leaders Pay (July 2024) for further guidance on application of pay decisions. Model School Appraisal and Capability policies have also been reviewed to reflect government documents.

5. Planning, Preparation and Assessment Time (PPA) time

- 5.1 All teachers who participate in the teaching of pupils are entitled to reasonable periods of Planning, Preparation and Assessment (PPA) time. PPA time must be provided in units of not less than half an hour during the school's timetabled teaching week and must amount to not less than 10% of the teacher's timetabled teaching time. A teacher must not be required to carry out any other duties during the teacher's PPA time.
- 5.2 The 2024 STPCD also confirmed that from 1st September schools are also free to enable teachers to take their PPA time away from school premises, where it is convenient for both the individual teacher and the school to do so.

6. Financial Implications

- 6.1 The Government has advised that the teachers' pay award is fully funded with almost £1.1 billion in additional funding to cover the average estimated cost of the 2024/25 pay award for both teaching and support staff. The additional funding provides £945 million for mainstream schools, £140 million for high needs, and £11 million for centrally employed teachers (non-schools-based education provision).
- 6.2 Due to the delegated financial framework for state funded schools WCC does not hold extensive payroll information for Warwickshire's state funded schools.

- 6.3 Those schools directly supported by Warwickshire's School Finance traded service were recommended to budget an increase of 2%.
- 6.4 Analysis of a sample of schools shows that the proposed grant funding for 2024/25 (September 2024 to March 2025) should be sufficient to fully support the teachers' pay award of 5.5% and potentially fully fund the support staff pay award.
- 6.5 Using data from April to July 2024, it is estimated that the teachers' pay costs for non-schools-based education provision (centrally employed teachers paid in the Education Services) would be circa £6m (including employers' national insurance and superannuation) for the financial year 2024/25. A simple 5.5% increase in teaching costs would equate to an increase of £0.195m for the period September to March of the 2024/25 financial year (estimated cost of £0.330m for the full academic year September 2024 to August 2025), split roughly equally between traded services (music and specialist teaching service) and DSG funded services. It should be noted that cost centre managers have been forecasting for a 4% increase. However, with the flexibility in which these services operate in it is expected that the differential will in the whole be manageable.
- 6.6 Some schools have expressed concern that the change relating to performance related pay progression may potentially impact school budgets leading to additional cost pressures, but available evidence suggests that there are very limited occasions where pay progression is withheld within Warwickshire County Council schools particularly in relation to the Main Pay Scale, so the impact is expected to be limited.
- 6.7 Most schools plan budgets to reflect incremental rises in both the Main and Upper Pay School although the move to UPS3 would normally be associated with expectations that the teacher will take on additional responsibility and extra-curricular work.

7. Environmental Implications

- 7.1 None arising directly from this report.

8. Timescales associated with the decision and next steps

- 8.1 The draft STPCD was laid in parliament on 18 October to 8 November for the 21-day praying period, which is the formal end of the process.
- 8.2 It is proposed the pay review will be implemented in the December 2024 pay run and all pay uplifts will be back dated to 1 September 2024.

Appendices

1. School Teachers' Review Body 34th Report 2024
2. School Teacher's Pay and Conditions Document 2024

3. Managing Teachers and Leaders Pay
4. Teacher Appraisal – Guidance for schools
5. Teacher Capability – Guidance for schools

Background Papers

None

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The report was circulated to the following members prior to publication:

Local Member(s): n/a

Other members: Councillor Yousef Dahmash and Councillor Bill Gifford